

BEUS GILBERT

PLLC

ATTORNEYS AT LAW

701 NORTH 44TH STREET
PHOENIX, ARIZONA 85008-6504
(480) 429-3000
FAX (480) 429-3100

RODNEY B. GLASSMAN, JD, PHD
DIRECT: (480) 429-3036

EMAIL: RGLASSMAN@BEUSGILBERT.COM

18 September 2019

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

Re: Interim Maricopa County Attorney

County Attorney Selection Committee,

Enclosed, please find my application, civilian resume, Air Force biography, and letters of recommendation in support of my appointment Interim Maricopa County Attorney.

Thank you for your consideration.

Sincerely,

BEUS GILBERT PLLC



Rodney Glassman
Of Counsel



APPLICATION FOR MARICOPA COUNTY ATTORNEY APPOINTMENT

*This form is to be completed by persons wishing to be considered for appointment to the current Maricopa County Attorney vacancy. This application, along with a current resume, must be submitted to the Clerk of the Board of Supervisors **by 5:00 p.m. on September 18, 2019**. (Applicants are not limited to the space provided here for each question.)*

NOTE: Information contained in resume need not be repeated below, but instead can be incorporated by reference.

Full Name: Rodney B. Glassman

Office Address: 701 North 44th Street

Phoenix, AZ 85008

Email: rglassman@beusgilbert.com

Telephone: (480) 429-3036

Arizona State Bar Number: 026003

Signature: _____

Rodney B. Glassman

Date: _____

9/18/2019

Address for submission of application and resume by hand-delivery:

Fran McCarroll
Clerk of the Board of Supervisors
Maricopa County Administration Building
301 West Jefferson St., 10th Floor
Phoenix, AZ 85003

Or send via facsimile: (602) 506-6402 (Attention: Fran McCarroll)

Or send via attachment to email: ClerkBoard@Maricopa.gov

1. In 200 words or less, describe why you should be appointed as Maricopa County Attorney.

I have demonstrated integrity and discipline throughout my career as a military officer, criminal prosecutor, public administrator, and private attorney. These experiences have prepared me to successfully meet the challenges of Maricopa County Attorney.

The role of County Attorney may be broken into three elements:

1. Chief Prosecutor: As a Major in the United States Air Force JAG Corps Reserve, with over a decade of service to our nation, I successfully prosecuted a variety of crimes including sexual assault, financial crimes, drug offenses, and DUI's. I also supervised attorneys and advised senior officers responsible for providing comprehensive legal support to thousands of active duty military members.
2. Public Administrator- I have served as both a Tucson City Councilman and Acting Town Manager for Cave Creek and demonstrated my ability to successfully lead under the unique expectations, scrutiny, and responsibility, that come with public service.
3. Legal Advisor- As a private sector attorney, I am engaged to advise some of Arizona's most prominent business leaders and community organizations.

My extensive military service, prosecutorial experience, track-record as an effective public administrator, and private sector legal background make me imminently qualified to serve as our next Maricopa County Attorney.

2. If appointed as Maricopa County Attorney, will you run in the 2020 election to serve a subsequent term?

Yes

3. Are you currently a resident of Maricopa County? If so, how long have you been a resident?

Yes, 8 years

4. List your present and former political party registrations and approximate dates of each.

I am currently an elected Republican Precinct Committeeman in LD 28

Republican	-	June 2015
Democrat	-	September 2001
Independent	-	May 2000
NP	-	August 1999
Republican	-	May 1996

5. List names and locations of schools attended (college, advanced degrees, and law), dates attended, and degrees.

Juris Doctorate, University of Arizona College of Law, 2007
 Ph.D., Arid Land Resource Sciences, University of Arizona, 2005
 Masters of Public Administration, University of Arizona, 2002
 Masters of Business Administration, University of Arizona, 2001
 B.S. in Agricultural Economics, University of Arizona, 1999

6. List the name and location of all employers, professional firms, corporations, or partnerships of which you have been a member for the last 10 years.

Of Counsel	Beus Gilbert, PLLC	2016 - present
Of Counsel	Ryley Carlock & Applewhite	2014 - 2016
Acting Manager	Town of Cave Creek, Arizona	2013 - 2014
Arizona Real Estate Broker/Investor	Phoenix, Arizona	2012 - 2013
Director of Public Sector Solutions	Waste Management AZ/New Mexico	2011 - 2012
Councilman	City of Tucson, Ward 2	2007 - 2010

7. If you performed military service, please indicate the date and type of discharge. If anything other than honorable discharge, explain.

Currently serve as a Major in the United States Air Force JAG Corps Reserve

IMA Reserve Coordinator, 354th Fighter Wing, Eielson Air Force Base, Alaska
 March 2018 – Present

Assistant Staff Judge Advocate, 56th Fighter Wing, Luke Air Force Base, Arizona
 September 2014 – March 2018

Assistant Staff Judge Advocate, 355th Fighter Wing, Davis-Monthan, Air Force Base, Arizona
 March 2000 – September 2014

8. List and describe your involvement with any non-profit organizations, either as a member of the board or any volunteer work.

Executive Board, Grand Canyon Council Boy Scouts of America
 Board of Directors, Jewish National Fund - Arizona Chapter
 Board of Directors, Arizona Foundation for Legal Services & Education

9. List and describe any community service work that you would like to bring to the Board's attention.

Department Judge Advocate - Arizona Department of the American Legion 2014-Present

Advise the State Commander and Executive Committee leadership as well as provides oversight to more than 120 posts with over 47,000 active members across Arizona

Co-Author, Jeremy Jackrabbit Children's Book Series January 2010 - present

Along with my wife, have written, published, and distributed over 250,000 free children's books to kindergartners in Maricopa County and Pima County focused on sustainability, transportation, and safety. Forwards written by Arizona Governor Doug Ducey and Arizona State University President Dr. Michael Crow
www.jeremyjackrabbit.com

10. List all courts in which you have been admitted to the practice of law, including the dates of admission. Give the same information for administrative bodies, which require special admission to practice.

Supreme Court of Arizona	May 2008
Federal District of Arizona	April 2009
Air Force Court of Criminal Appeals	August 2009
United States Court of Appeals for the Armed Forces	August 2009

11. Have you ever been denied admission to the bar of any state due to failure to pass the character and fitness screening? If so, explain.

No

12. Describe the nature of your present law practice, listing the major areas of law in which you practice and the percentage each constitutes to your total practice.

Administrative	10%
Commercial/Corporate	70%
Communications	10%
Government/Municipal	10%

13. List other areas of law in which you have practiced.

Civil:

Estate Planning, Family Law, Procurement, Environmental Law, Water, Real Estate, Labor Law

Criminal:

Criminal Prosecution, Sexual Assault, Various Drug Offenses, Driving Under Influence (DUI), Financial Crimes, Fraud Investigations, Misconduct

14. Indicate any specialties for which you have applied for certification by the State Bar of Arizona and the results of such applications.

N/A

15. Have you represented clients in litigation in Federal or Arizona trial courts? If so, state:

The approximate number of cases in which you appeared before:

Federal Courts: 11

State Courts of Record:

Municipal/Justice Courts:

The approximate number of those cases in which you were:

Sole Counsel:

Chief Counsel: 9

Associate Counsel: 2

The approximate percentage of those cases which have been:

Civil:

Criminal: 100%

The approximate number of cases you have taken to trial:

Court: 11

Jury: 6

16. Have you practiced in the Federal or Arizona appellate courts? If so, state:

No

The approximate number of your appeals which have been

Civil: _____

Criminal: _____

The approximate number of matters in which you appeared:

As counsel of record on the brief: AZ: _____ US: _____

Personally in oral argument: AZ: _____ US: _____

17. Describe your experience with administration of large organizations, including, but not limited, to the following areas: (1) finance; (2) procurement, public and private; (3) information technology; (4) budget (include amount); (5) human resources (include number of employees); and (6) describe any additional supervisory experience.

Tucson City Councilman:

Leadership role in the development and adoption of annual budget of over \$1.2 Billion, with an organization of over 5,000 employees. Worked closely with the City Manager (Mike Hein, Groveland, FL) on extension of TIF (tax increment financing), revenue bonds to facilitate infrastructure expansion and economic redevelopment of downtown, and implementation of Enterprise Resource Plan (ERP) program. Led efforts to have the administration develop a financial sustainability plan to reinvest in transportation infrastructure. Lastly, as Chair of Public Safety Subcommittee oversaw selection of City Fire Chief through national search process.

Director of Public Sector Solutions for Waste Management, Arizona/New Mexico:

Managed more than \$150 Million in annual revenue including oversight of financing residential service assets, application, award and services for all RFP's for military installations, universities, and city/town revenue lines as well as all privatization/franchise acquisition. Additionally, I supported entitlement, land-use and environmental programming as intergovernmental relations and coordination. Working alongside the Area Vice President (Dave Vermeer, Phoenix), I developed public sector revenue budgets and was responsible for the direct management of the 15 head-count sales team and 250 dotted-line operations personnel. Lastly, oversaw communications and community engagement strategies for the entire 500 person market area.

Acting Town Manager, Cave Creek, Arizona:

Responsible for the overall day-to-day operations of a municipality. Developed and implemented 10-year plans for Capital Improvement (CIP), Asset Management, Town Water, Water Asset Management, Town Fire Service, Town Sewer, and roads maintenance. Drove development and adoption of IGA for consolidation of municipal court system with the Town of Carefree resulting in savings, increased access to justice, and organizational efficiencies (Mayor Ernie Bunch, see letter of recommendation)

Acting Deputy Staff Judge Advocate for 354 Fighter Wing, Eielson Air Force Base, Alaska:

During staffing shortfalls, serve as deputy general counsel for legal office responsible for comprehensive legal support to 4,000 personnel providing direct advice to over 15 commanders on base and multiple general officers on ethics, criminal, environmental, land-use, and operational law issues (Lt Col Brian Teter, see letter of recommendation)

18. Describe any additional professional experience you would like to bring to the Board's attention.

Upon being appointed as Town Manager of Cave Creek, I discovered that the Town court system was operating outside of accepted standards and at a deficit. I reached out to other Valley City Managers and learned that the Town of Gilbert was operating a court system for its own citizens as well as providing court services for the Town of Queen Creek. After speaking with both the town managers of Gilbert and Queen Creek, and reviewing their agreements, I embarked on an effort to solve Cave Creek's challenge by securing a similar relationship with our neighboring Town of Carefree. I worked with the Carefree Manager to connect our elected leadership, analyze the data, and create a collaboration that would allow both communities to increase our quality of court service in a more efficient manner. Our collaboration resulted in reduced staffing, greater access to the court system, and lower costs for both communities.

19. List and describe any litigation concerning your practice of law, including mediation, arbitration, negotiated settlement, and/or malpractice claim you referred to your insurance carrier.

None

20. List anything in your law practice or personal dealings that either does or may create a conflict of interest or an appearance of a conflict of interest with the statutory duties and professional obligations of the Maricopa County Attorney. (Note: "conflict of interest" is to be defined by Arizona Supreme Court Rule 42 and A.R.S. § 38-501 et seq.)

None

21. Are you currently involved in any way in a matter adverse to Maricopa County? Note: "Maricopa County" is defined as Maricopa County, its elected officials, its "constituents" (as defined in the Ethical Rules), its related districts (e.g. Stadium, Flood, Library), and its administrators.

No

22. Do you have any financial interests that might conflict with your practice as Maricopa County Attorney? If so, explain.

No

23. Describe your social media presence (e.g. Twitter, Facebook, Instagram, etc.). Do you have current or past social media content posted to or in any way associated with any of your accounts that could negatively affect your image or the image of Maricopa County or that are in conflict with the mission and values of the Maricopa County Attorney's Office?

I have Twitter and Facebook accounts that do not conflict with the mission and values of the Maricopa County Attorney's Office.

24. List the names, addresses, telephone numbers, and email addresses of no more than three references who are familiar with your professional activities, who would recommend you as qualified to serve as County Attorney, and who you agree can be contacted to discuss same.

Paul E. Gilbert

Founder

Beus Gilbert PLLC

701 N. 44th Street

Phoenix, Arizona 85008-6504

480-429-3002

pgilbert@beusgilbert.com

Lieutenant Colonel Brian D. Teter

Staff Judge Advocate

354th Fighter Wing Legal Office

354 Broadway Street, Unit 19A

Eielson AFB, AK 99702-1899

907-377-4114

brian.teter@us.af.mil

President Karen Fann

Arizona State Senate

1700 W Washington St

Phoenix, AZ 85007

(602) 926-5874

kfann@azleg.gov

25. List the names, addresses, telephone numbers, and email addresses of three lawyers with whom you have continuously dealt on substantive matters as adversaries in the last five years, and who you agree can be contacted to discuss same.

Dustin M. Tipling, Maj, USAF
Deputy Staff Judge Advocate
HQ US Air Force Academy
2304 Cadet Drive, Suite 2100
USAF, CO 80840-5050
DSN: (703) 333-3434
dustin.tipling.1@us.af.mil

Travis K. Ausland, Maj, AZ ANG
Staff Judge Advocate
162d Wing
1650 E. Perimeter Way
Tucson, AZ 85706
(520) 295-6223
Travis.k.usland.mil@mail.mil

Jason Cordova, Maj, USAF
Deputy Staff Judge Advocate
72nd Air Base Wing
4385 S. Air Depot Blvd., Bldg. 1002
Tinker AFB, OK 73145
DSN: (405) 739-8604
jason.cordova@us.af.mil

26. Attach any additional statement that you wish to be considered by the Committee and the Board of Supervisors.

Letters of Recommendation

PROSECUTOR

LIEUTENANT COLONEL BRIAN D. TETER	–	354 TH FIGHTER WING – STAFF JUDGE ADVOCATE - USAF *
LIEUTENANT COLONEL JOEL F. ENGLAND	–	CEO OF ARIZONA BAR – USAF (RET.) *
COLONEL JOHN E. OWEN	–	CHIEF OF MILITARY JUSTICE – USAF *
LIEUTENANT COLONEL RYAN D. OAKLEY	–	12 TH AIR FORCE – DEPUTY STAFF JUDGE ADVOCATE - USAF *

PUBLIC ADMINISTRATOR

CHRISTOPHER BRADY	–	CITY MANAGER – CITY OF MESA *
PATRICK BANGER	–	TOWN MANAGER – TOWN OF GILBERT *
RICK ST. JOHN	–	DEPUTY CITY MANAGER – CITY OF GLENDALE *

MAYOR SKIP HALL	– CITY OF SURPRISE
MAYOR ERNIE BUNCH	– TOWN OF CAVE CREEK
COUNCILWOMAN THELDA WILLIAMS	– CITY OF PHOENIX
GARY NEISS	– TOWN ADMINISTRATOR – TOWN OF CAREFREE *
REPRESENTATIVE BEN TOMA	– ARIZONA STATE HOUSE – LD22
REPRESENTATIVE MICHELLE UDALL	– ARIZONA STATE HOUSE – LD25
KATHLEEN WINN	– MARICOPA COUNTY COLLEGE BOARD MEMBER *
DR. LUPITA HIGHTOWER	– SUPERINTENDENT – TOLLESON ELEMENTARY SCHOOL DISTRICT *
DR. DEBBI BURDICK	– SUPERINTENDENT – CAVE CREEK UNIFIED SCHOOL DISTRICT *
DR. DEBRA DUVALL	– SUPERINTENDENT - MESA UNIFIED SCHOOL DISTRICT (RET.)

LEGAL ADVISOR

LEO BEUS	– ATTORNEY/FOUNDER – BEUS GILBERT PLLC
TIFFANY BROBERG	– ATTORNEY – PROGRESS RESIDENTIAL
WILLIAM FISCHBACH	– ATTORNEY – TIFFANY BOSCOE
ALBERT ACKEN	– ATTORNEY – DICKINSON WRIGHT
DAVID SHAPIRO	– ATTORNEY – DAVID SHAPIRO LAW FIRM
JOSHUA OFFENHARTZ	– ATTORNEY – RADIX LAW
DENNIS WILENCHIK	– ATTORNEY – WILENCHIK & BARTNESS
LEROY BREINHOLT	– PRESIDENT – COMMERCIAL PROPERTIES INC.
JOSEPH SIGG	– CEO OF ARIZONA FARM BUREAU (RET.)
DENNIS CLIFFORD	– PRESIDENT - COMPLETE APPEARANCE
DAVID RYAN	– PRINCIPAL - NETSUITE IT & BUSINESS PROCESS CONSULTANT
SETH LEIBSOHN	– HOST – THE SETH LEIBSOHN SHOW
ANGEL JUAREZ	– STATE ADJUTANT – THE AMERICAN LEGION DEPT. OF ARIZONA
KEVIN RUEGG	– CEO/EXECUTIVE DIRECTOR – THE ARIZONA STATE BAR

* PERSONAL CAPACITY

Applicants are advised that a review committee may meet in executive session on one or more occasions to consider and discuss applications for the appointment to the position of Maricopa County Attorney. Pursuant to A.R.S. § 38-431-03(A)(1), an applicant has the right to demand that any such discussion about the applicant occur at a public meeting rather than in executive session. An applicant must indicate below whether he/she consents to the committee meeting in executive session to discuss the application or whether he/she requires that any discussion of the application be held in a public meeting.

27. Do you agree that your application may be discussed and considered in executive session and, therefore, you waive your right to require the discussion occur in a public meeting?

Yes

28. Do you require that any discussion of your application occur in a public meeting?

No

29. Do you consent to a financial and general background check? Yes

If so, additional paperwork will be sent to you regarding releases for those investigations.

Thank you for your application and interest in serving Maricopa County

Rodney B. Glassman, JD, PhD
701 North 44th Street
Phoenix, Arizona 85008
(480) 429-3036
rglassman@beusgilbert.com

P R O F E S S I O N A L E X P E R I E N C E

Of Counsel, Beus Gilbert, PLLC

2016 - present

- Supporting C-suite leaders in pursuing opportunities and dealing with challenges outside of traditional organizational structures
- Active and previous clients include:
 - U-Haul, Inc.
 - Mobile Mini, Inc.
 - Arizona State University, President's Office
 - Brewer Companies/Benjamin Franklin Plumbing
 - Phil Francis, Retired Chairman & CEO of PetSmart
 - John Whiteman, President, Whiteman Foundation
 - United Food & Commercial Workers, Local 99
 - ISM Raceway, International Speedway Corporation (NASCAR)
 - John Graham, Sunbelt Holdings, Inc.

Major, United States Air Force, Judge Advocate General (JAG) Corps Reserve

2009 - present

- Serve as IMA Reserve Coordinator- attached to Eielson Air Force Base 354th Fighter Wing
- Prosecute military justice cases including sexual assault, dishonorable failure to pay, DUI, and all crimes within Uniform Code of Military Justice
- Provide civil law services including estate planning, contract law, procurement, real estate, family law, and operational law
- JAG Reservist of the Year, 12th Air Force, 2012, 2013
- JAG Reservist of the Year, 19th Air Force, 2014, 2015, 2016, 2017

Of Counsel, Ryley Carlock & Applewhite

2014 - 2016

- Lead External Affairs and Government relations practice
- Develop firm reputation in legislative affairs around education policy, agriculture, real estate, land use and water law
- Assist clients with process-improvement and philanthropic engagement
- Drive community relations and public relations for non-profit, for-profit, and governmental agency clients

Acting Manager, Town of Cave Creek, Arizona

2013 - 2014

- Oversee development, adoption, and implementation of \$23 million budget
- Manage staff of over 40 Full-Time employees
- Operational oversight of water, wastewater, finance, municipal court system, planning, engineering, economic development and Town Marshall service
- Lead independent and certified audit of Town finances
- Work with Mayor and Council to develop long-range Capital Improvement Plan and strategic infrastructure implementation strategy
- Develop, promote, identify, and negotiate agreement for Town manager

Arizona Real Estate Broker/Investor

2012 - 2013

- Arizona Real Estate Broker- Completed Arizona Real Estate Broker's License 90-hour mandatory coursework and state examinations
- Drafted House Bill 2117 "Extraordinary Educator License Plate"- 52 co-sponsors, prepare committee testimony, and raise over \$32,000 towards the creation of a statewide mini-grant program for public school teachers

Director of Public Sector Solutions, Waste Management of AZ/New Mexico

2011 - 2012

- Led segment of over \$150 million in annual sales, including K-12, universities, military installations, cities and towns, homeowners associations and open market residential subscriptions space
- Increased revenue by over \$3 million annually through privatizations
- Recruited, trained, and managed sales team in Arizona and New Mexico
- Added thousands of new customers through D2D and direct marketing
- Reduced charitable spend by 40% while increasing community exposure and revenue generated through community efforts

City Councilman, City of Tucson, Ward 2

2007 – 2010

- Hired, coordinated, managed and developed over one dozen staff and intern positions
- Fostered relationships with over 150 community- based, faith-based, and non-profit organizations to strengthen constituent services
- Drafted nation's first mandatory rainwater harvesting, gray-water plumbing, and solar-powered water heating ordinances
- Chair of Public Safety Sub-Committee/ Vice-Mayor

Chief of Staff, KB Home Tucson

2004 - 2007

- Joined Executive Team consulting on internal business operations
- Drove operational efficiencies in organization with over 200 employees
- Created Community Development program with goals of leveraging philanthropic budget, enhancing community development and governmental relations strategy
- Participated in multiple in-field efficiency review programs, including sales, construction, customer Service, and land development

E D U C A T I O N

Juris Doctorate, University of Arizona College of Law, 2007
Ph.D., Arid Land Resource Sciences, University of Arizona, 2005
Masters of Public Administration, University of Arizona, 2002
Masters of Business Administration, University of Arizona, 2001
B.S. in Agricultural Economics, University of Arizona, 1999

C O M M U N I T Y I N V O L V E M E N T

- Judge Advocate, Arizona Department of American Legion (2016-present)
- Exec. Board, Grand Canyon Council Boy Scouts of America (2012-present)
- Board of Directors, Jewish National Fund, Arizona Chapter (2018-present)
- Exec. Board, Arizona Legal Services Foundation (2010-2014/2016-present)
- Human Policy & Steering Committee, National League of Cities (2008-2009)
- Tucson Unified School District Blue Ribbon Committee (2004-2008)

- Exec. Board, Arizona 4-H Youth Foundation (2009-2011)
- Exec. Board, Pima Council on Aging (2008-2011)
- Exec. Board, Jewish Federation of Southern Arizona (2005-2010)
- Exec. Board, Arizona State Farm Bureau (2003-2006)
- Associate Board, Boys and Girls Clubs of Tucson (2000-2003)
- Arizona Department of Real Estate, Licensed Broker (1999-present)
- State Bar of Arizona, Member (2008-present)
- Advisory Board, Bank of Tucson (2006-2009)

A W A R D S

- Eagle Scout
- Environmental Achievement Award, Environmental Protection Agency Region 9
- Arizona Governor's Volunteer Service Award



BIOGRAPHY

UNITED STATES AIR FORCE

MAJOR RODNEY B. GLASSMAN

Major Rodney B. Glassman currently serves as the Individual Mobilization Augmentee (IMA) Reserve Coordinator assigned to the Office of the Staff Judge Advocate, 354th Fighter Wing, Eielson AFB, AK. In this capacity, he helps lead an office of 14 personnel that provides comprehensive legal support to commanders, first sergeants, and organizational leaders responsible for over 4,000 personnel who fly the F-16 Fighting Falcon Aggressor Air in world-wide exercises including Red Flag Alaska and promote U.S. interests across the Asia-Pacific region.

Major Glassman was commissioned as a direct appointee in the United States Air Force Reserve in March 2009. He is admitted to practice law before the Supreme Court of Arizona, as well as the Federal District of Arizona, the Air Force Court of Criminal Appeals, and the United States Court of Appeals for the Armed Forces.

In his civilian capacity, Major Glassman is Of Counsel at Beus Gilbert PLLC, where he advises business leaders on strategy and relationship development. He previously managed over \$150 million in annual revenue for Waste Management, Inc., and has served as Town Manager for Cave Creek, AZ, as well as Vice Mayor of the City of Tucson, AZ. He holds an Arizona real estate broker's license. Prior to his commission, Major Glassman worked as a legislative aide for a member of Congress. He is also an Eagle Scout.



EDUCATION

1999	Bachelor of Science in Agricultural Economics, University of Arizona
2001	Master of Business Administration, University of Arizona
2002	Master of Public Administration, University of Arizona
2005	PhD, Arid Land Resource Sciences, University of Arizona
2007	Juris Doctorate, University of Arizona
2012	Squadron Officer's School (in-residence), Maxwell AFB, Alabama
2017	ACC Advanced Air Operations Law Course, Hurlburt Field, Florida

ASSIGNMENTS

1. March 2000 – September 2014, Assistant Staff Judge Advocate, 355th Fighter Wing, Davis-Monthan AFB, AZ (October 2012 – May 2014, At-Large Member, TJAGCR Junior Officer Council; May 2014 – September 2014, Vice Chair, TJAGCR Junior Officer Council)
2. September 2014 – March 2018, Assistant Staff Judge Advocate, 56th Fighter Wing, Luke AFB, AZ (September 2014 – May 2016, Vice Chair, TJAGCR Junior Officer Council; September 2014, Course Director, TJAGCR Individual Orientation Course; August 2015 and August 2016, Instructor & Course Facilitator, International Junior Officer Leadership Development Course, Air Force Reserve Command)
3. March 2018 – Present, IMA Reserve Coordinator, 354th Fighter Wing, Eielson AFB, Alaska

MAJOR AWARDS AND DECORATIONS

Meritorious Service Medal
Air Force Commendation Medal with one oak leaf cluster
Air Force Achievement Medal
Air Force Outstanding Unit Award with two oak leaf cluster

Air Force Longevity Service Award with one oak leaf cluster
Military Outstanding Volunteers Service Medal

PUBLICATIONS

- 2013 "You Shouldn't Marry a Lawyer...But if you Do, PCS to Arizona (or Idaho)," *The Reporter, The Judge Advocate General's Corps*, 2013, Vol. 40, No. 2, pp. 52-53.
- 2014 "When the Governor Calls Your Wing Commander: Best Practices to Please the Sovereign but Protect Your Client," *The Reporter, The Judge Advocate General's Corps*, 2014, Vol. 41, No. 2, pp. 40-41.
- 2015 "Exporting Best Practices to Your Next Base: The Legal Assistance Prescription Pad," *The Reporter, The Judge Advocate General's Corps*, 2015, Vol. 42, No. 1, pp. 31-35.
- 2015 "JAG Reservists and the Air Force Mission: Lawyers in Service," *Arizona Attorney Magazine*, 2015, Vol. 52, No. 1, pp. 20-31.
- 2016 "A Few Good Paralegals: How Reserve Paralegal Specialists are Supporting the Air Force Mission," *@LAW: the NALS Magazine for Legal Professionals*, 2016, Vol. 64, Issue. 4, pp. 8-10.
- 2017 "Fit to Advise: Keys to Strengthening Your Legal Assistance Program," *The Reporter, The Judge Advocate General's Corps*, 2016, Vol. 43, No. 4, pp. 28-33.
- 2018 "Enhancing Multi-Domain Command and Control: Attorneys and Paralegals Join the Fight in Exercise BLUE FLAG", *The Reporter, The Judge Advocate General's Corps*, 2018. Inaugural Online Edition Spotlight Feature.

EFFECTIVE DATES OF PROMOTION

First Lieutenant	10 March 2009
Captain	1 October 2010
Major	1 October 2017

(Current as of May 2019)

Letters of Recommendation

PROSECUTOR

LIEUTENANT COLONEL BRIAN D. TETER	-	354 TH FIGHTER WING – STAFF JUDGE ADVOCATE - USAF *
LIEUTENANT COLONEL JOEL F. ENGLAND	-	CEO OF ARIZONA BAR – USAF (RET.) *
COLONEL JOHN E. OWEN	-	CHIEF OF MILITARY JUSTICE – USAF *
LIEUTENANT COLONEL RYAN D. OAKLEY	-	12 TH AIR FORCE – DEPUTY STAFF JUDGE ADVOCATE - USAF *

PUBLIC ADMINISTRATOR

CHRISTOPHER BRADY	-	CITY MANAGER – CITY OF MESA *
PATRICK BANGER	-	TOWN MANAGER – TOWN OF GILBERT *
RICK ST. JOHN	-	DEPUTY CITY MANAGER – CITY OF GLENDALE *
MAYOR SKIP HALL	-	CITY OF SURPRISE
MAYOR ERNIE BUNCH	-	TOWN OF CAVE CREEK
COUNCILWOMAN THELDA WILLIAMS	-	CITY OF PHOENIX
GARY NEISS	-	TOWN ADMINISTRATOR – TOWN OF CAREFREE *
REPRESENTATIVE BEN TOMA	-	ARIZONA STATE HOUSE – LD22
REPRESENTATIVE MICHELLE UDALL	-	ARIZONA STATE HOUSE – LD25
KATHLEEN WINN	-	MARICOPA COUNTY COLLEGE BOARD MEMBER *
DR. LUPITA HIGHTOWER	-	SUPERINTENDENT – TOLLESON ELEMENTARY SCHOOL DISTRICT *
DR. DEBBI BURDICK	-	SUPERINTENDENT – CAVE CREEK UNIFIED SCHOOL DISTRICT *
DR. DEBRA DUVAL	-	SUPERINTENDENT - MESA UNIFIED SCHOOL DISTRICT (RET.)

LEGAL ADVISOR

LEO BEUS	-	ATTORNEY/FOUNDER – BEUS GILBERT PLLC
TIFFANY BROBERG	-	ATTORNEY – PROGRESS RESIDENTIAL
WILLIAM FISCHBACH	-	ATTORNEY – TIFFANY BOSCOE
ALBERT ACKEN	-	ATTORNEY – DICKINSON WRIGHT
DAVID SHAPIRO	-	ATTORNEY – DAVID SHAPIRO LAW FIRM
JOSHUA OFFENHARTZ	-	ATTORNEY – RADIX LAW
DENNIS WILENCHIK	-	ATTORNEY – WILENCHIK & BARTNESS
LEROY BREINHOLT	-	PRESIDENT – COMMERCIAL PROPERTIES INC.
JOSEPH SIGG	-	CEO OF ARIZONA FARM BUREAU (RET.)
DENNIS CLIFFORD	-	PRESIDENT - COMPLETE APPEARANCE
DAVID RYAN	-	PRINCIPAL - NETSUITE IT & BUSINESS PROCESS CONSULTANT
SETH LEIBSOHN	-	HOST – THE SETH LEIBSOHN SHOW
ANGEL JUAREZ	-	STATE ADJUTANT – THE AMERICAN LEGION DEPT. OF ARIZONA
KEVIN RUEGG	-	CEO/EXECUTIVE DIRECTOR – THE ARIZONA STATE BAR

* PERSONAL CAPACITY

PROSECUTOR

FROM: Lieutenant Colonel Brian D. Teter
Staff Judge Advocate, 354th Fighter Wing
354 Broadway Street Unit 19A
Eielson AFB AK 99702-1899

16 SEP 2019

TO: Board of Supervisors, Maricopa County
ATTN: Fran McCarroll, Clerk of the Board of Supervisors
Maricopa County Administration Building
301 West Jefferson St., 10th Floor
Phoenix, AZ 85003

SUBJECT: Letter of Recommendation for Major Rodney Glassman, USAF-Reserve

1. I strongly support Major Rodney Glassman's application for appointment as the Maricopa County Attorney. I have known Major Glassman since February 2018 and have supervised him in my office since July 2018 upon my assignment as Staff Judge Advocate to the 354th Fighter Wing. Over the past year, I have had an opportunity to capitalize on Major Glassman's skills as a Reserve JAG assigned to my office. He has proven to be an invaluable asset. His creativity, drive, and dedication have greatly increased the effectiveness of my office and I enthusiastically support his appointment as the Maricopa County Attorney.

2. As Staff Judge Advocate for the 354th Fighter Wing, located at Eielson Air Force Base, Alaska, I am the supervisory attorney responsible for providing comprehensive legal support to over 4,000 personnel who promote U.S. interests across the Asia-Pacific region. Previous to this assignment, I served as a Military Judge where I sat on over fifty cases, to include numerous sexual assault cases and other felony-level offenses. In my fifteen years of service in the Air Force JAG Corps, I have also served as a Defense Counsel, Acquisition Attorney, Senior Prosecutor, and Chief of Military Justice.

3. Major Glassman has proven himself to be an exemplary leader in his capacity as a Reserve JAG assigned to my office. He has served as my Deputy Staff Judge Advocate during multiple manning shortfalls, where he supervised a team of attorneys in providing legal services to the Commander of the 354th Fighter Wing and Eielson Air Force Base as a whole. His leadership and management skills are simply outstanding and garnered praise from the leadership of the 354th Fighter Wing. Indeed, in his previous assignment he was recognized as the command's top Reserve Judge Advocate for 2017 and he is my top pick for this year's award as well.

4. Major Glassman is simply the best Reserve JAG I have supervised in my fifteen years in the Air Force. He has adeptly handled some of the most complex and sensitive matters for the 354th Fighter Wing, to include several high visibility issues that required significant coordination with commanders at higher headquarters. He is also a trusted advisor to more than 15 commanders on base, and has advised multiple general officers on ethics, criminal, and operational law issues throughout his military career. On multiple occasions, Major Glassman has been specifically appointed to investigate complaints to the Inspector General because of his high level of organizational skills and legal acumen.

5. Given his extensive career as a Reserve JAG, Major Glassman also understands the complexities of military operations and managing large bureaucratic organizations. He was specifically selected to attend training with our NATO partners and was the first-ever Reserve JAG to graduate from the Air Force JAG Corps Advanced Air Operations program. He has handled operational law during exercises and published a comprehensive article on multi-domain command and control—the concept of managing military operations across air, space, cyberspace, and land. As a Reserve JAG and Air Force member, he has built a reputation as a prolific writer in the military legal community with additional articles on ethics and legal assistance.

6. Major Glassman also is exceptionally skilled at partnerships and working across diverse organizations. While assigned to Luke Air Force Base, Arizona, he forged a partnership with the county attorney to host a Military Law Symposium with over 32 local and federal agencies, linking civil jurisdictions with the military justice system. Major Glassman's ability to create key relationships was critical to the base's outreach efforts in the community. His Staff Judge Advocate at Luke Air Force Base also rated him as the best Reserve JAG in his office two years in a row, demonstrating that he is a key asset and leader at each office he has been assigned.

7. Finally, Major Glassman understands how a prosecutor's office works. He has worked with federal and state investigators on criminal investigations and prosecuted over 11 courts-martial. He has prosecuted and received convictions on everything from DUI's and drug offenses to sexual assault. He has also served on dozens of administrative discharge boards as a legal advisor (similar to the judge's role) and prosecuting counsel.

8. In sum, Major Glassman is a leader to other attorneys, an experienced advocate, and a critical component to my office's successes. I strongly support Major Glassman for appointment as the Maricopa County Attorney. Bottom line, Rodney understands criminal justice, understands and can manage complex organizations, and he know how to lead effectively.

9. If you have any questions or would like to discuss further, please do not hesitate to contact me. I may be reached at (907) 377-4114 or via e-mail at brian.teter@us.af.mil.

Sincerely,

A handwritten signature in black ink, appearing to read "BT", is positioned above the typed name.

BRIAN D. TETER, Lt Col, USAF
Staff Judge Advocate

Joel F. England

20963 W. Cora Vista – Buckeye, Arizona 85396
Jfengland12@gmail.com

September 16, 2019

Board of Supervisors
Maricopa County Administration Building
301 West Jefferson St., 10th Floor
Phoenix, AZ 85003

Dear Board of Supervisors:

I write to recommend Rodney Glassman for appointment as Maricopa County Attorney. Based on Rodney's leadership ability, legal experience and demonstrated commitment to public service, Rodney would serve honorably as county attorney.

I currently serve as the Chief Executive Officer of the State Bar of Arizona, which regulates the practice of nearly 25,000 attorneys in Arizona. I previously worked as Chief Judge of the Yavapai-Apache Nation, a federally recognized Native American Tribe. Prior to my judicial position, I served for over 21 years in the United States Air Force. My final assignment was as general counsel at Luke Air Force Base. During this assignment I had the privilege of supervising Rodney while he served as a reserve attorney in my office.

Rodney is a capable attorney and leader. As a reservist, he immersed himself in all aspects of Air Force legal practice. From criminal to civil to operational law, Rodney has proven himself to be a skilled attorney and adviser. I depended on Rodney's leadership to get results on a myriad of projects. He demonstrated tremendous initiative, innovation, and diligence. Whether it was guiding my less experienced attorneys in their preparation for criminal trials, advising senior leaders on ethics matters, or building relationships in the local and international community, Rodney excelled. Due to his success, Rodney has consistently been recognized as reserve attorney of the year across multiple organizations.

Rodney is committed to public service. This commitment is not only depicted through his military service to our nation, but certainly his substantial volunteer service in Arizona. Rodney devotes considerable time to making a positive difference in the community. It is his desire to serve and make a difference, which has motivated him to seek the county attorney position. I strongly urge you to give him that opportunity. If I can be of further assistance, please contact me.

Sincerely,



Joel F. England

This recommendation reflects my personal views and not those of the State Bar of Arizona.

September 16, 2019

John E. Owen
8318 Graceway Drive
Lorton, VA 22079

Fran McCarroll
Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson Street, 10th Floor
Phoenix, AZ 85003

Members of the Board,

I am writing to the Board today in regard to Mr. Rodney Glassman who requested that I provide a letter of reference pertaining to his service as a Judge Advocate in the United States Air Force Reserve.

I currently serve as an active duty Air Force Judge Advocate in the rank of Colonel. I have served on active duty for 18 years. Although I am currently assigned at Joint Base Andrews in Maryland, I met Rodney Glassman while I was assigned as the installation Staff Judge Advocate for the 56th Fighter Wing at Luke Air Force Base, near Glendale, Arizona, from 2016-2018. During that period, Rodney was assigned to the Luke legal office as an Individual Mobilization Augmentee and I was his supervisor.

Rodney entered service with the Air Force Reserve as a Judge Advocate in 2009. Since that time, in addition to his service at the 56th Fighter Wing, he has been assigned at the 355th Fighter Wing at Davis-Monthan Air Force Base in Tucson, Arizona and the 354th Fighter Wing at Eielson Air Force Base, near Fairbanks, Alaska. During the course of those assignments, Rodney provided legal counsel in the areas of estate planning, family law, administrative law, procurement law and environmental law. In addition, he prosecuted courts-martial on behalf of the government in cases involving sexual assault, financial crimes, various drug offenses and driving under the influence. He also advised the Air Force Office of Special Investigations during fraud investigations, he participated in a sexual assault investigation that identified a serial offender, he acted as Preliminary Hearing Officer in sexual misconduct cases, and he prosecuted administrative discharge proceedings on behalf of the federal government. While at Luke Air Force Base, Rodney also played a pivotal role in planning and executing a first-of-its-kind Military Justice Symposium, co-hosted by the 56th Fighter Wing and the Maricopa County Attorney. The symposium brought together 55 representatives from 26 local, state and federal agencies to discuss common criminal justice interests and establish cross-jurisdictional working relationships.

Should you have any additional questions, please do not hesitate to contact me at 240-612-4821.



JOHN E. OWEN

11 September 2019

MEMORANDUM FOR MARICOPA COUNTY BOARD OF SUPERVISORS

SUBJECT: Letter of Recommendation for Rodney B. Glassman, Maricopa County Attorney

Based on my recent supervision of now-Major Rodney Glassman and our past collaboration on varied legal issues and high-profile projects over the last decade, I wholeheartedly recommend his appointment as Maricopa County Attorney. Upon first meeting Rodney in 2010, as his instructor at the Air Force Judge Advocate General's School's basic course, I was immediately struck by his can-do attitude, boundless enthusiasm, and rock-solid commitment to the mission and public service. Rodney has consistently demonstrated the ability to lead, mentor, and partner across large, diverse organizations, working well with multiple agency teams. If selected, he will undoubtedly serve the Board, his legal team, and local citizens with integrity, excellence, and professionalism, bringing a fresh, innovative leadership perspective.

In addition to demanding strong leadership, sound judgment, and attention to detail, excelling as an Air Force judge advocate requires a mastery of multiple fields of practice. On a given day, one may be called to advise a commander on the disposition in a sensitive disciplinary case, manage a busy court docket similar to an assistant D.A., draft a will for a deploying Airman, provide an ethics opinion for a senior civilian leader, or analyze complex contracts, labor, environmental, and administrative law questions like a seasoned corporate counsel. No matter how challenging the issue, Major Glassman always sets the standard. Serving at both at installation level and a higher headquarters legal office, he has established himself as a true professional who takes ownership of projects large and small, delivering results that shatter expectations. Most recently, in supporting our legal office at Headquarters Twelfth Air Force (Air Forces Southern), Major Glassman was instrumental in rapidly resolving an array of complicated military justice case processing issues, ensuring both the accused and crime victims' rights were protected, while displaying exceptional communication skills, both in briefings to senior leadership and his written legal opinions. While assigned as a Reservist to Eielson Air Force Base, Alaska, Major Glassman has not hesitated to volunteer in support of operational warfighting exercises for U.S. Southern Command, as well as serving as legal advisor (similar to a trial judge or hearing officer) on multiple administrative discharge boards. Bottom line: Major Glassman clearly has the ability, initiative, and vision to thrive in a high-ops tempo environment and cultivate talent across a large workforce while providing tailored legal advice to his client.

In closing, I believe Rodney is a strong leader, team player, and accomplished legal professional who will bring the same level of selfless dedication and teamwork as Maricopa County Attorney as I have observed in his military service to our Nation. If you have any questions or need further information, I can be reached at (520) 228-7166 or ryan.oakley@us.af.mil.



RYAN D. OAKLEY, Lt Col, USAF
Deputy Staff Judge Advocate

This letter of recommendation is based on my personal opinion. No official endorsement of the Department of Defense or United States Air Force is intended.

PUBLIC ADMINISTRATOR

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

September 13, 2019

County Attorney Selection Committee,

I write to you today in support of the appointment of Rodney Glassman as our next Maricopa County Attorney. I have had the pleasure of knowing Rodney personally and professionally over the past decade and can attest to his unimpeachable character, leadership qualities, and unique fitness for this important role. In addition to his exceptional personal, educational and legal accomplishments, Rodney possesses several qualities that make him uniquely qualified to serve as our next County Attorney.

Rodney is an experienced and proven leader. In addition to his private-sector practice at Beus Gilbert PLLC, advising some of Arizona's most influential business leaders, Rodney is a decorated military officer. Not only has he successfully prosecuted criminal cases as a member of the United States Air Force JAG Corps Reserve but he has also honed his leadership skills during his service to our nation.

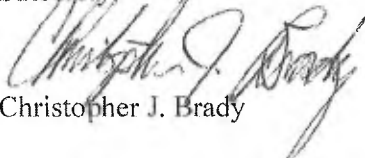
Through his community work, Rodney has demonstrated his skills and abilities to encourage ordinary people to achieve extraordinary results. The next County Attorney must be ready to lead an office that will be experiencing tremendous challenges as it prepares to move from its current location into its new facility, implements technological improvements in its case management system, and addresses increasing case-loads that accompany one of the fastest growing populations in the country.

Rodney has a proven and established record of experience in management and consensus building. Prior to his private-sector legal career, Rodney served as my colleague during his role as Acting Town Manager of Cave Creek, Arizona. Rodney's experience will be critical as the County Attorney is responsible for collaborating with over 30 law enforcement agencies at the local, county, municipal and federal level as well as managing a law firm with nearly 350 attorneys. The County Attorney must fairly address the concerns of each municipal member of our community as Maricopa County navigates high profile issues such as Officer Involved Shootings, Public Records Requests and Restorative Justice Endeavors. Rodney is the only candidate with this level of experience and success.

Lastly, Rodney has a record of delivering legal service to the highest level of business and community leaders. The next County Attorney must be sensitive to the needs of his clients, which includes the governmental departments for which the County Attorney serves as their legal counsel. Rodney's tremendous success in his civil career is a very strong indicator of his ability to successfully provide these critical services.

Rodney Glassman has the experience, leadership and performance history to earn the trust of the people of Maricopa County and I highly recommend his appointment as our next Maricopa County Attorney.

Sincerely,



Christopher J. Brady

September 16, 2019

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

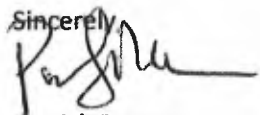
County Attorney Selection Committee,

I am pleased to write this letter of recommendation for Rodney Glassman to serve as Maricopa County Attorney. I first met Rodney through his role as an executive with Waste Management, managing over \$150m in annual public sector revenue for both Arizona and New Mexico. Combining our shared interest in public policy with our commitment to family and community, I was pleased to next work with Rodney when he appointed as the Interim Town Manager of Cave Creek and our relationships evolved from a friendship to one of peers and colleagues.

Amongst the City manager community, Rodney has developed a strong reputation for regionalism, promoting operational efficiency, and implementing best practices through his thoughtful application of public administration techniques. As a manager, Rodney had a track-record of consistently reaching out to leadership from neighboring communities in an effort to explore opportunities for collaboration, while simultaneously developing personal relationships through participation in the Maricopa Association of Governments Management Committee, East Valley Managers, and Arizona City Managers Association. One example of Rodney's ability to apply best practices was working collaboratively with the Town Administrator of Carefree, Cave Creek's neighboring community, to develop and adopt a regional municipal court, resulting in over \$350,000 in combined annual savings for the two communities. Personally, I enjoyed working with Rodney to negotiate the prioritization of vital infrastructure funding for our two communities through the Maricopa Association of Governments. Rodney's ability to access stakeholders, develop consensus, drive policy, and work collaboratively with leadership from communities both large and small are all strengths that assist him in bringing quality concepts to fruition.

Rodney's energy, passion for public service, and commitment to professionalism, combined with his ability to develop relationships with leadership in both the public and private sector, make him a dynamic resource for Maricopa County and an unparalleled candidate for the County Attorney appointment.

I am confident in Rodney's ability to provide thoughtful, tireless, skilled, and professional leadership as Maricopa County's Chief Prosecutor and strongly urge you to support his appointment as our next County Attorney.

Sincerely,


Patrick Banger,
Town Manager

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

September 17, 2019

County Attorney Selection Committee,

As the former Chief of Police for the City of Glendale, and now Deputy City Manager of Glendale, having served for 23 years as a member of the Glendale Police Department, I write in support of Rodney Glassman to be appointed as the next Chief Prosecutor for Maricopa County.

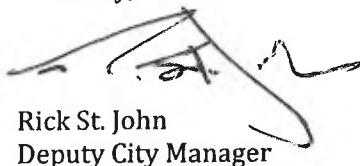
I first met Rodney in his role as an Air Force Officer, in my role as Chief of Police while attending a Military Justice Symposium put together by Rodney as a member of the legal office at Luke Air Force Base and the Maricopa County Attorney's Office. Through his work as a military prosecutor Rodney had identified that there were nearly 30 unique jurisdictions in Maricopa County where a young airman could get a DUI or otherwise run into the law. During a visit with his friend, Maricopa County Attorney Bill Montgomery, it was determined that bringing together all the municipal chiefs, legal advisors, and prosecutors to educate them on the Uniform Code of Military Justice would deliver great value for the whole community.

The Maricopa County Attorney must be firm and have a fair approach when it comes to investigating crimes that occur in the community and even into investigations of our officers' actions. Police leaders want to provide exceptional service to our communities necessitating at times that we weed out the "problem children" of our organizations. Anything less has the effect of causing distrust resulting in worse problems for the people we serve. Not only is Rodney a seasoned Air Force officer and prosecutor, but as the former Town Manager of Cave Creek, he has demonstrated the ability to lead in government; a skill-set necessary to run a department with over 800 attorneys and support staff.

Rodney has a commitment to accessibility, thoughtful leadership and a measured approach to addressing challenges with a firm and fair stance. From public disclosure of information to officer-involved shootings and determining charging guidelines, as a successful elected official and public administrator, Rodney has the leadership skills necessary to serve as Maricopa County's Chief Prosecutor.

With more than a decade of service as a military prosecutor and a former Town Manager who has demonstrated understanding of public budgets, transparency, and collaboration, Rodney has built a track record of working for the public's best interest, a commitment to transparency, and a demonstrated focus on accountability which is why I respectfully support his appointment as our next Maricopa County Attorney.

Sincerely,

A handwritten signature in black ink, appearing to read "Rick St. John", with a stylized flourish at the end.

Rick St. John
Deputy City Manager



September 11, 2019

Fran McCarroll
Clerk of the Board of Supervisors
Maricopa County Administration Building
301 West Jefferson St., 10th Floor
Phoenix, AZ 85003

Maricopa County Attorney Citizens Committee,

I write to you today in my individual capacity as the Mayor of the City of Surprise in support of my friend, Rodney Glassman, for appointment as our next Maricopa County Attorney. Having served the City of Surprise since 2008, I first came to know Rodney as a young, freshly minted attorney and elected member of the Tucson City Council through the Arizona League of Cities and Towns. Even in his 20's, Rodney had a reputation for substance, character, and someone committed to collaboration as he was invited by mayor and councils across the state to share the water conservation techniques which he had authored in Southern Arizona.

Since moving with his young family to the Valley, Rodney has continued to successfully serve in various leadership roles including as the appointed Town Manager of Cave Creek, where he actively participated in the Maricopa Association of Governments (MAG) Management Committee and championed regional collaborations which included the streamlining of the municipal court systems for the Town of Care Free and the Town of Cave Creek resulting in taxpayer savings and greater government efficiency.

In addition to his successful private sector legal practice at the highly reputable Beus Gilbert PLLC, Rodney has dedicated more than a decade of his life to service as a member of the United States Air Force JAG Corps Reserve. As a fellow veteran, I am confident Rodney's years of service as a military prosecutor, serving the men and women of our great nation while advising active duty commanders, will provide him with the legal skills sets, and more importantly, discipline, and leadership capacity, necessary to lead our criminal justice system here in Maricopa County.

I was a great fan of our former County Attorney Bill Montgomery and can think of no greater choice to follow in his foot-steps and protect this important elected position for years to come than Rodney. I urge you to support his nomination.

Please do not hesitate to contact me if you'd like to speak further. Thank you in advance for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Skip Hall".

Skip Hall
Mayor
City of Surprise



OFFICE OF THE MAYOR

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

September 16, 2019

County Attorney Selection Committee,

My name is Ernie Bunch and I am the Mayor of the Town of Cave Creek, Arizona. I write to recommend Rodney Glassman be appointed to serve as the next County Attorney for Maricopa County

I am sure you already have Rodney's resume, so I do not think I need to expand upon his qualifications as a lawyer. I will keep this letter to two anecdotes that highlight why I support his appointment as County Attorney because of his work ethic, ability to lead others, and the great job he did for our community.

First, as Town Manager, Rodney immediately recognized that our community had a litany of ordinances that were either completely antiquated or needed revision in order to be enforceable and have the desired effect. Rodney and I worked together to identify those that needed attention for virtually every council meeting we had an agenda item to amend or repeal regulations. The effect of this was to make our local government more efficient by becoming easier for our citizenry to interact with. It is this pragmatism that defines Rodney's approach to ferreting out issues and solving them.

Second, at the same time Rodney was hired as the Town Manager, Cave Creek's municipal court was hemorrhaging money. Rodney researched the issue and found out it was a common problem to have municipal courts lose money and that our neighboring Town of Carefree was in a similar situation. Ultimately, Rodney helped our leadership engage with the Carefree City Council and we negotiated a plan to merge our two courts, realize economies of scale, save money, and provide better service for the public. Rodney's role in that transaction was paramount, and is evidence of his ability to quickly familiarize himself with the workings of a judicial apparatus and to leverage that understanding to achieve measurable success.

I am certain that will have many qualified candidates express interest in serving as County Attorney and I am also certain that the opinion of the Mayor of Cave Creek will not alone be enough to sway your opinion. That said, I urge you to make sure that in considering your options for who will serve as County Attorney that you factor in Rodney's unique talents and exceptional track record of reaching across the political aisle to handle exactly the types of issues that he would have to grapple with in your post. I am confident that there are no others who can bring the same experience, and so it is my privilege to recommend Rodney Glassman to serve as Maricopa County Attorney.

Thank you for your consideration.

Ernie Bunch

Mayor



City of Phoenix
OFFICE OF THE CITY COUNCIL

September 16, 2019

Thelda Williams
Councilwoman

Sina Matthes
Council Assistant

District 1
602-262-7444
Fax: 602-534-4793
TTY: 602-495-5810
council.district.1@phoenix.gov

Fran McCarroll
Clerk of the Board of Supervisors
Maricopa County Administration Building
301 West Jefferson St., 10th Floor
Phoenix, AZ 85003

Dear Citizen Advisory Committee,

I am writing this letter on behalf of Dr. Rodney Glassman whom I believe will make an outstanding appointment as Maricopa County Attorney. I have known Rodney for several years and worked with him in different capacities when he was a Tucson City Councilman, Acting Manager for the Town of Cave Creek and as an attorney for one of the Valley's premier law firms. As Mayor, I appointed him to serve on the Water and Wastewater Rate Advisory Board. Also as Mayor, I came to Rodney with a unique challenge. Without hesitation, his high-energy, high-impact solution was to engage residents through education by addressing the issue in his non-profit children's book. Rodney's organization and relentless task-oriented demeanor has allowed us to move from an idea to launch in just a few weeks, while leading the effort to fundraise and design the project.

Working with Rodney, I have seen how he has mastered the ability to develop relationships across the aisle amongst all stakeholders including residents, elected policy makers, business leaders and government administrators. He navigates each of those unique audiences with a sense of comfort and ease that positions him to effectively accomplish difficult tasks.

With more than 10 years as a litigator and prosecutor in the United States Air Force Judge Advocate General (JAG) Corps Reserve, Rodney has demonstrated his ability to analyze complicated legal issues and has established jurisprudential competency with a fair and balanced approach. Working in government as a locally elected official and as an appointed public administrator, he possesses a unique balance of crime fighting credentials, political reach and integrity, with a natural predisposition to excel in communication.

Rodney Glassman has all of the credentials and experience to serve as an outstanding Maricopa County Attorney and I hope that the committee will consider recommending him. If you need more information or have any questions, please do not hesitate to contact me at 602-262-7444 or thelda.williams@phoenix.gov.

Sincerely,

Thelda Williams
Councilwoman



Gary Neiss, Town Administrator
Town of Carefree

Email: gary@carefree.org

Phone: 480-488-3686 **Fax:** 480-488-3845

PO Box 740, 8 Sundial Circle, Carefree, AZ 85377

September 16, 2019

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

County Attorney Selection Committee,

Having served as the Town Administrator the Town of Carefree, Arizona for nearly twenty years I am pleased to write this letter in support of my former colleague, Rodney Glassman in support of his appointment as Maricopa County Attorney.

I have personally seen Rodney work with elected officials and public administrators as well as his abilities to lead, collaborate and implement innovative solutions during his term as Acting Town Manager of our neighboring community, the Town of Cave Creek.

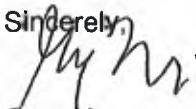
During Rodney's tenure it was discovered that the Town of Cave Creek was losing hundreds of thousands of dollars annually through their municipal court system. Additionally, the Arizona Supreme Court Administrator of Courts had recently audited the court and discovered a variety of operational issues.

Rodney not only worked with the Town of Cave Creek Mayor and Council to understand the value of exploring consolidation between our two communities but he assisted to convene a collaborative discussion between our community's elected leadership; the type of meeting which had not taken place in many years.

Through his leadership and commitment to addressing the operational, financial, and community concerns that I shared as the lead public administrator representing the Town of Carefree, within months, we had developed an intergovernmental agreement for operation of our municipal courts which has saved the Town of Cave Creek hundreds of thousands of dollars, increased the quality of service for town residents, expanded access to justice, and developed a unique, important, and high-profile collaboration between our two communities.

Rodney's experience as a military prosecutor and officer in the United States Air Force JAG Corps Reserve, his relationships with the private-practice legal community, and commitment to organizational collaboration and developing win-win solutions are all strengths that will make him an excellent Maricopa County Attorney and are why I wholeheartedly support his appointment.

Sincerely,



Gary Neiss

BEN TOMA
1700 WEST WASHINGTON, SUITE H
PHOENIX, ARIZONA 85007-2844
CAPITOL PHONE: (602) 926-3298
TOLL FREE: 1-800-352-8404
btoma@azleg.gov



COMMITTEES:
WAYS AND MEANS,
Chairman
REGULATORY AFFAIRS
APPROPRIATIONS

JOINT LEGISLATIVE BUDGET
JOINT COMMITTEE ON CAPITOL REVIEW

DISTRICT 22

Arizona House of Representatives
Phoenix, Arizona 85007

September 16, 2019

Maricopa County Board of Supervisors
301 West Jefferson Street
10th Floor
Phoenix, Arizona 85003

Dear Supervisors,

I write today in strong support of Rodney Glassman's bid to be appointed Maricopa County Attorney.

Mr. Glassman has a history of selfless service to our country, as he currently serves as a Major in the United States Air Force Judge Advocate General Corps Reserves. We are fortunate that his sense of duty and civic responsibility have prompted his interest in serving as Maricopa County Attorney.

Mr. Glassman's good working relationship with the Legislature and other political subdivisions in the state will greatly benefit residents of Maricopa County, and he has experience serving as an elected official and running large campaigns.

Mr. Glassman's extensive experience in both criminal and civil cases have prepared him for the job of Maricopa County Attorney, and he has an impressive list of clients on the civil side.

I have firsthand knowledge of Mr. Glassman's demonstrated ability to influence people and bring them to his side.

Mr. Glassman's strong moral character, impartial temperament, and fidelity to the law will make him an ideal county attorney. Our county would be well served to have Mr. Glassman as Maricopa County Attorney, and I strongly recommend his appointment.

Thank you and please let me know if I can answer questions or provide any assistance.

Sincerely,

A handwritten signature in black ink, appearing to read "Ben Toma".

Ben Toma
Arizona State Representative
Legislative District 22

MICHELLE UDALL
1700 WEST WASHINGTON, SUITE H
PHOENIX, ARIZONA 85007-2844
CAPITOL PHONE: (602) 926-4856
TOLL FREE: 1-800-352-8404
mudall@azleg.gov



COMMITTEES:
EDUCATION,
Chairman
APPROPRIATIONS
ENERGY & WATER
NATURAL RESOURCES

DISTRICT 25

Arizona House of Representatives
Phoenix, Arizona 85007

September 16, 2019

Maricopa County Board of Supervisors
301 West Jefferson Street
10th Floor
Phoenix, Arizona 85003

Dear Supervisors,

I am writing to offer my support for Rodney Glassman and encourage his appointment to the role of Maricopa County Attorney.

Mr. Glassman and I have worked closely on various issues during my time in the legislature and I have witnessed his commitment and determination to improve our state in any way he can. That drive combined with his experience with the law and his long-standing commitment to public service make him an ideal candidate for Maricopa County Attorney.

A great county attorney needs to be willing to stick his neck out and make unpopular decisions when it is the right thing to do. Mr. Glassman has shown a willingness to do so. He has supported causes and remained steadfast amidst great opposition. Furthermore, he continues to serve his country through his participation in the United States Air Force Judge Advocate General Corps Reserves.

I hope you will consider appointing Rodney Glassman to fill the position of Maricopa County Attorney. His commitment, determination, experience with the law, public service background, steadfastness, and countless other attributes will make him a great asset to our county and our state.

Sincerely,

A handwritten signature in black ink, appearing to be "M. Udall", with a long horizontal flourish at the end.

Michelle Udall
Arizona State Representative
Legislative District 25



Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St, 10th Floor
Phoenix, Arizona 85003

County Attorney Selection Committee,

I am recommending Rodney Glassman for appointment as the interim Maricopa County Attorney.

Over the past 20 years I have worked closely with the County Attorney's office. The key focus of the advocacy work I have done involves victims and those effected by child abuse, sexual exploitation and sex trafficking. While working at the Attorney General's office I also worked with Veteran's Courts and Senior abuse issues. The prosecution authority of the county attorney is critical in protecting county residents from criminal enterprises.

I currently am serving on the Maricopa Community College Board where most recently I have worked with Mr. Glassman on several projects.

- 1) Rodney serves in the United States Air Force JAG Corps as a Major. As a military prosecutor with over 10 years of experience, he has prosecuted sexual assaults, DUI's, and other crimes successfully.
- 2) Rodney has also served as a private sector attorney to many of Arizona's business leaders and has demonstrated an ability to build coalitions around key issues.
- 3) Rodney served as a former Town Manager of Cave Creek and was considered a trusted public administrator with a good reputation.
- 4) Finally, Rodney has served his community by donating his time and resources to the Grand Canyon Council of Boy Scouts of America, Jewish National Fund, and the Arizona Foundation for Legal Services and Education.

Rodney is also a children's book author and along with his wife Sasha, has donated over 250,000 books to children in kindergarten in Maricopa County.

Rodney Glassman has the legal background and community connections to create a smooth transition. I believe he is well suited for this position. Please give Mr. Glassman your full consideration.

Sincerely,

A handwritten signature in cursive script that reads 'Kathleen A. Winn'.

Kathleen Winn
Executive Director
Project 25
Ending Sexual Exploitation by 2025



Tolleson Elementary School District No. 17

9261 W. Van Buren • Tolleson, AZ 85353

(623) 533-3900 • FAX (623) 533-3934

The Governing Board

Anthony J. Aponte

B. Dale Crandell

Tida M. Garcia

Adriana G. Morado

Belinda Quezada

Superintendent

Dr. Lupita Hightower

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

County Attorney Selection Committee,

I write today as a lifelong bilingual educator with over 23 years in education in various roles: teacher, mentor/coach, assistant principal, district-level director, assistant superintendent, and superintendent in support of Rodney Glassman's appointment as our next Maricopa County Attorney.

I know Rodney as a community volunteer, education advocate, and practicing attorney.

Well before meeting Rodney in person, I was familiar with his volunteer work as a children's book author. Together, with his wife Sasha, they have written and distributed over 250,000 free children's books to kindergartens across Arizona, written in both Spanish and English that have benefited many of our students in our community.

I first met Rodney when he reached out on behalf of his legal clients Phil Francis, retired chairman and CEO of PetSmart and the late John O. Whiteman, former CEO of Empire Southwest Caterpillar, in regards to legislation focused on the funding of voluntary full day kindergarten. As a huge advocate for early learning opportunities, I agreed and we collaborated to make some strides in this area. Through this work, I was able to see, first hand, the tremendous work ethic, passion and advocacy that Dr. Glassman brings to everything he does. He has built a level of trust with the education community, business leaders and legislators. Rodney's leadership style of collaboration and consensus building are traits that would serve all residents well as Maricopa County's Chief Prosecutor.

Lastly, as Superintendent of Tolleson Elementary School District, I can personally attest to Rodney's commitment to working with our entire community. Through his commitment to relationship development and connecting resources with communities of hope, Rodney spearheaded the development of a multi-year community investment program with his client, NASCAR, the Tolleson Elementary School district and the city of Tolleson to fund a significant amount towards our Banner Children's Clinic who services the medical needs of uninsured children/youth. Through his service as a Tucson City Councilman Rodney built a friendship with our city's mayor over a decade ago that still exists today.

I support Rodney's appointment, he is an attorney who works tirelessly on behalf of the community. If you have any questions, please contact me at 623.533.3904.

Sincerely,

Lupita Ley Hightower, Ed.D.
Superintendent

September 15, 2019

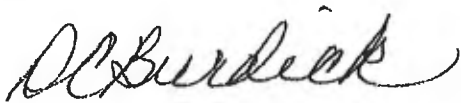
To Citizen Selection Committee for Maricopa County Attorney:

This letter of reference is for Mr. Rodney B. Glassman, JD., Ph.D., for the appointment as Maricopa County Attorney. Although I am writing this as a private citizen, I met Rodney in his capacity as the Town Manager for Cave Creek in 2013 where I had the pleasure of collaborating with him in my role as superintendent of the Cave Creek Unified School District. Mr. Glassman was extremely approachable and collaborative and offered occasions for our schools and district to work with the town. He included us in events as well as provided opportunities for our students, schools and district to be showcased in media events.

Mr. Glassman continued to support our schools long after moving onto other career choices. Most notable is the Jeremy Jackrabbit book series that he and his wife, Sasha, published and offered free to Arizona children each school year.

I would be remiss to not mention that along with his current position as an attorney for Beus Gilbert PLLC, Mr. Glassman also serves as a Major in the U.S. Air Force JAG corp. He is a passionate individual for all causes that serve education, our state and our country. I would strongly recommend you consider him for the critical position of Maricopa County Attorney.

Sincerely,

A handwritten signature in cursive script, reading "Debbi Burdick".

Debbi Burdick, Ed.D.
34881 N. 99th Way
Scottsdale, AZ 85262

Debra Duvall
7130-49 E. Saddleback St.
Mesa, AZ 85207
debbieduvall@cox.net

September 14, 2019

Clerk of the Board of Supervisors
Maricopa County Administration Building
301 West Jefferson St. 10th Floor
Phoenix, AZ 85003

Dear Selection Committee,

This is a letter of recommendation for Rodney Glassman for the recently vacated position of Maricopa County Attorney.

I first met Rodney when I was the Superintendent of the Mesa Unified School District and I have known Rodney for over a decade. He had authored, found contributors, and distributed ecology related books to all kindergarten students in Maricopa and Pima County. As the superintendent of the largest school district in Arizona, I wanted to know this man. Over the years, our paths crossed as we individually pursued issues related to education policy in Arizona.

Later, I served as the Executive Director of the statewide Arizona School Administrators Association, representing principals, district administrators, and 228 school superintendents. ASA had a lobbyist to address the day to day activities of the legislature. However, our pursuit of a significant, long term effort to improve early education in Arizona required more than a lobbyist; it required a community builder and collaborator. I had experience in hiring and working with both lobbyists and attorneys, but this effort needed someone who not only had a legal background and legislative familiarity, but also someone who had a historical record of accomplishment, a person who had relationships across geographical and political lines and someone who was committed to our mission.

At that time, Rodney was associated with the Ryley, Carlock and Applewhite law firm in Phoenix. We met and discussed a multi-year strategy for involving the philanthropic and business communities, as well as educating the legislature on the value of early learning experiences. ASA hired Rodney and the Full Day Kindergarten initiative was launched. Rodney's leadership skills, talent for collaboration and tenacity were also recognized by business leaders, Phil Francis, Retired Chairman & CEO of PetSmart and John O. Whiteman, former President of Empire Southwest also engaged Rodney as their attorney to support their efforts.

Mr. Glassman almost singlehandedly met with a variety of influential persons in many areas and received endorsements for FDK from persons and entities representing varied viewpoints. I have retired and Rodney is now associated with the Beus Gilbert PLLC, however, the proposals emanating from the FDK initiative continue today because of Mr. Glassman's dedication, professional approach and well-developed strategy.

Mr. Glassman's work history shows progressively increasing levels of responsibility. Without going into specifics, it should be noted he has served his community and state: as a locally elected official, an Air Force officer and prosecutor as a member of the JAG Corps, a locally appointed acting city manager, as a private sector attorney, representing c-suite leaders, and as an advisor to elected and appointed officials in municipalities and in the state legislature.

In my various positions over 50 years of public employment, I have rarely met a person who consistently exhibits success through leadership, vision, energy, and management skills to inspire others. Mr. Glassman combines these professional traits with a sense of humor that motivates others.

Mr. Glassman's success in these positions, coupled with his personal and professional characteristics provide him with the unique qualifications to serve as Maricopa County's Chief Legal Officer, as well as build a successful campaign to win reelection as Maricopa County Attorney. I urge his appointment to this important county position.

Sincerely,

A handwritten signature in cursive script that reads "Debra Duvall". The ink is dark and the signature is fluid, with a long, sweeping underline.

Debra Duvall. Ed.D

LEGAL ADVISOR

BEUS GILBERT
PLLC
ATTORNEYS AT LAW

701 NORTH 44TH STREET
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LEO R. BEUS
DIRECT: (480) 429-3001

EMAIL: LBEUS@BEUSGILBERT.COM

16 September 2019

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

Re: Letter of Recommendation for Rodney Glassman

County Attorney Selection Committee:

As a trial attorney in this community for over 40 years, I support Rodney Glassman to be Maricopa County's next County Attorney. Combining his service as a military prosecutor, currently serving as a Major in the United States Air Force JAG Corps Reserve, with his background as a well-respected public administrator, and now corporate attorney, I believe Rodney is the most qualified individual to serve as Maricopa County's Chief Legal Officer.

I first met Rodney at an ASU President's Club lunch. I learned that Rodney was not only an Air Force Officer but had developed a successful legal practice, solving complex problems facing public and private entities, working with some of Arizona's most well-known business leaders including the CEO of Mobile Mini, Inc., the late John O. Whiteman, Phil Francis, Retired Chairman & CEO of PetSmart, the founder of Brewer Companies, Arizona's largest plumbing company, and the office of my good friend, Michael Crow and Arizona State University.

Prior to joining our law firm, Rodney spent time as the Acting Town Manager of Cave Creek, where he successfully worked with City Managers, business leaders, and elected officials across the Valley, to complete the town's infrastructure planning, push forward regional transportation initiatives, and streamline the municipal court system, adding "accomplished Public Administrator" to his impressive list of accomplishments.

I encourage you to join me in supporting Rodney to be our next County Attorney.

Very Truly Yours,

BEUS GILBERT PLLC



Leo R. Beus

Tiffany F. Broberg, Esq.
3999 E. Crest Lane
Phoenix, AZ 85050
tfbroberg@gmail.com

September 15, 2019

Fran McCarroll
Clerk of the Board of Supervisors
Maricopa County Administration Building
301 West Jefferson St., 10th Floor
Phoenix, AZ 8500

Dear Ladies and Gentlemen of the Selection Committee:

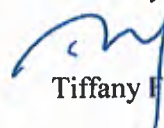
I write this letter in support of my friend Rodney Glassman and his appointment as our next Maricopa County Attorney. I first met Rodney more than four years ago when I was President of the Arizona Republican Lawyers Association. Rodney attended his first AZRLA meeting as a guest of a close family friend who is a well-respected elected official in the Valley. He originally impressed me with his experience as a veteran, military prosecutor, proven high-profile public administrator, private sector attorney, and active member of the Republican Party as an elected precinct committeeman and donor. Since then, I have known him as a loyal and trustworthy friend and colleague. He is well-respected and has built significant and lasting relationships with policy makers from all sides of the political spectrum.

For more than ten years, Rodney has served our country as a member of the United States Air Force JAG Corps Reserve. Now a Major, Rodney continues his service by, among other things, prosecuting court martials, providing policy direction, and providing critical legal guidance for senior officers. Simultaneous with his service, Rodney has maintained a private legal practice with two well-respected Phoenix law firms. The role of our County Attorney is less about personally prosecuting individual cases and more about leading an organization of over 350 attorneys and 400 support staff in the impartial, transparent, and efficient pursuit of justice. I believe that his background, which combines service to our nation with private sector law firm experience, makes Rodney uniquely qualified to lead the largest law office in the State.

Rodney is a dedicated and committed community leader. Rodney has built a reputation for service to others and demonstrated an ability to engage and elevate others in such service. Rodney is a member of the Executive Board of the Grand Canyon Council of the Boy Scouts of America (where he recruited my husband) and he is on the Board of Directors for the Arizona Foundation for Legal Services and Education, which is the non-profit arm of the Arizona State Bar that focuses on civic and legal education and access to justice. Rodney and his wonderful wife have authored a series of children's books that promote reading and environmental consideration. They have donated hundreds of thousands of copies to needy students and schools. This list is not intended to be exhaustive, just demonstrative. Rodney's commitment to volunteerism and his willingness to help others is contagious and a wonderful trait for our next County Attorney.

Rodney is a dedicated Republican, elected precinct committeeman, Air Force veteran, experienced prosecutor, community leader, and exactly who we need as our next Maricopa County Attorney. Thank you for your consideration.

Sincerely,



Tiffany F. Broberg



**TIFFANY
& BOSCO**
P.A.

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SHAREHOLDER
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Albuquerque, New Mexico

September 16, 2019

Clerk of the Board of Supervisors
Maricopa County Administration Building
301 West Jefferson Street, 10th Floor
Phoenix, AZ 85003

Dear Selection Committee:

I write to you to recommend Mr. Rodney Glassman for appointment as the Maricopa County Attorney. By way of background, I have been a member of the Arizona Bar since 1999. For the first nine years of my career, I was a Judge Advocate ("JAG") in the U.S. Army, serving with the 101st Airborne Division and 82nd Airborne Division. I was the lead prosecutor in the Mahmudiyah Massacre—considered by many to be the most heinous war crime of the Iraq war—and won convictions in each case. As an Army lawyer, I completed tours of duty in Iraq, Afghanistan, Uzbekistan, and the Republic of Korea, and also completed Airborne, Air Assault, and Pathfinder training. I was honorably discharged in 2008 at the rank of Major and I am a Bronze Star Medal recipient. I returned to Arizona in 2008 to enter civil practice and I am currently a shareholder at Tiffany & Bosco, P.A., where I concentrate my practice in complex commercial litigation and real estate matters. My community activities include serving as the incoming Chairman of Board for Goodwill of Central and Northern Arizona, Vice Chairman of the Camelback East Village Planning and Zoning Committee, and a member of the State Bar of Arizona's Civil Practice and Procedure Committee.

I believe strongly that leaders must give back to their community. With that in mind, I give you my strongest endorsement for Rodney Glassman. I have known Rodney for several years as a fixture in the Arizona Veteran community and as a member of the Arizona Bar. As an officer in our Armed Forces, Rodney has a natural commitment to selfless service. He has demonstrated this commitment not just by wearing the uniform, but by also serving as a City Councilman in Tucson, Arizona and the Town Manager in Cave Creek, Arizona. Rodney also has a solid record in local philanthropy, to include serving on the Executive Board of Directors for the Grand Canyon Council of the Boy Scouts of America.

The role of County Attorney is exceptionally challenging. He or she must safeguard the interests of the County and its population, scrupulously enforce the law, respect the rights of crime victims, and also honor the procedural safeguards that presume innocence and put the government to its proof in every criminal case. I am confident that Rodney has the professional, intellectual, and ethical mettle to fulfill these obligations, and I therefore give him my personal endorsement.

If you have any questions, please feel free to contact me.

Very truly yours,

TIFFANY & BOSCO, P.A.


William M Fischbach



1850 NORTH CENTRAL AVENUE, SUITE 1400
PHOENIX, AZ 85004-4568
TELEPHONE: (602) 285-5000
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ALBERT H. ACKEN
AAcken@dickinsonwright.com
(602) 285-5030

September 16, 2019

Clerk of the Board of Supervisors
Maricopa County Administration Building 301
West Jefferson Street, 10th Floor
Phoenix, AZ 85003

Selection Committee,

I am writing in support of Rodney Glassman for appointment as Interim County Attorney. Rodney's broad experience in both the public and private sector – air force prosecutor, public administrator, and private sector attorney – make him an excellent, extremely well-qualified choice.

My career has been entirely in the private firm setting, representing large and small businesses and individuals in administrative and judicial proceedings. More recently, I have also had the opportunity to represent local communities in administrative proceedings before the Arizona Corporation Commission, working hand in hand with other regional partners like Pinal County.

My recent experiences representing these communities has given me a first-hand perspective and appreciation for the vital, unique role attorneys have when they represent public interests. Rodney has always had that passion and dedication for public service through numerous roles, including his appointment as Town Manager of Cave Creek and his service in the U.S. Air Force JAG Corps reserve.

I met Rodney when we both worked at Ryley Carlock & Applewhite. It is no easy task to build a practice in this highly competitive field. However, Rodney applied his enthusiasm and hard-working dedication, along with the management skills and legal training he developed in the public sector, to building a robust private sector practice representing Mobile Mini, Arizona State University President's Office, and many other leading Arizona businesses.

Rodney will make an excellent choice as interim County Attorney. He has the first chair trial experience, management expertise, and innate and honed leadership skills that will serve the County Attorney's office well. If you have any questions or would like additional information, please contact me.

Very truly yours,

Albert H. Acken
For the Firm

AHA:nrh

#590684

DAVID SHAPIRO LAW PLLC
TRIAL LAWYER

September 16, 2019

Sent via E-Mail

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

Re: Rodney Glassman for Maricopa County Attorney

Dear Honorable Members of the County Attorney Selection Committee:

Please accept this letter as my formal recommendation for Rodney Glassman's appointment as our next Maricopa County Attorney.

A little bit about me – I am born and raised in Maricopa County. I attended Horizon High School, then attended college at the University of Arizona and received my law degree from Arizona State University's Sandra Day O'Connor College of Law. Since becoming licensed to practice law here in Arizona in 2010, I have exclusively practiced exclusively in plaintiffs' personal injury and wrongful death. Most recently, in August of 2017, I started my own personal injury law firm, David Shapiro Law, PLLC.

I have known Rodney for almost a decade since he first moved to Phoenix in 2010. I had just graduated law school and was studying for the July 2010 bar exam. I remember when I first met Rodney – it was at a family friend's house. I was immediately impressed with not only Rodney's legal background (Honorable service as a military prosecutor achieving the rank of Major in the United States Air Force JAG Corps Reserve) but also his enthusiasm for improving our community. Since then, I watched Rodney successfully serve as a public administrator as Town Manager of Cave Creek. And most recently, for the past six years, I watched Rodney develop a successful private sector law practice advising some of the most well-known business leaders in the Valley.

But Rodney's passions extend far beyond just the private and public sector. I have seen Rodney dedicate countless hours to many non-profit charities including serving on the board of the Jewish National Fund – an incredible organization that provides vital infrastructure to the peripheral and underdeveloped areas of Israel. Rodney brought his infectious enthusiasm to that organization when he chaired their annual breakfast. In years past, the breakfast garnered about 400 participants. When Rodney chaired the event, over

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SUITE 110
SCOTTSDALE, AZ 85250

1000 people attended. Thanks to Rodney, each year the Jewish National Fund Breakfast for Israel enjoys this same level of popularity – including this past year when my wife Elizabeth and I chaired it.

As a fellow lawyer, litigator, entrepreneur, husband, father and philanthropist, I can truly state that Rodney will represent our county well and will bring about justice. He has the education, prosecutorial experience (particularly with JAG), compassion, and political managerial background (from his time with the Town of Cave Creek) to make an excellent county attorney. Though I am not privy to all of the other applicants' backgrounds, I am confident that Rodney is uniquely qualified to serve in this role.

Therefore, it is my true and distinct pleasure to recommend Rodney as Maricopa County's next County Attorney. Thank you for considering Rodney for this nomination.

Very truly yours,

DAVID SHAPIRO LAW, PLLC

A handwritten signature in black ink, appearing to read 'David C. Shapiro', with a stylized flourish at the end.

David C. Shapiro

DCS\ds



15205 North Kierland Blvd., Suite 200
Scottsdale | Arizona 85254
(602) 606-9300 | radixlaw.com

September 16, 2019

Clerk of the Board of Supervisors
Maricopa County Administration Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

Re: Nomination of Dr. Rodney B. Glassman for Maricopa County Attorney

Dear Selection Committee:

I am writing to voice my support for Dr. Rodney B. Glassman to be nominated to fill the vacant Maricopa County Attorney position. Dr. Glassman is an excellent candidate who has the background, experience, and temperament to be Maricopa County's top prosecutor. I strongly urge the Board to nominate Dr. Glassman to follow in Justice Montgomery's footsteps as County Attorney.

As a native Arizonan, I believe we need leaders who are committed to making Arizona the best place to live, work, and raise a family. As an attorney, I understand that the rule of law provides the foundation for our communities to grow and prosper. As the son of a Deputy County Attorney, I have seen the temperament, skills, and passion necessary to enforce and uphold the law to protect our society. Dr. Glassman is the only candidate who meets all three of these criteria.

I first met Rodney when I was 17 years old and interned in his Tucson City Council office. Since then I have watched Dr. Glassman dedicate himself to serving Arizona and the United States. Rodney is an Eagle Scout, served as Tucson City Councilman, Interim Town Manager of Cave Creek, and continues to serve in the United States Air Force JAG Reserve. Each of these experiences allowed Rodney to work tirelessly to improve the lives of his constituents and their communities. Additionally, these opportunities helped Rodney develop an understanding of the real-world impact policy decisions have on the lives of Arizonans. This is invaluable experience for any County Attorney and sets Rodney apart from other candidates.

Glassman Letter of Support
Maricopa County Board of Supervisors
September 16, 2019

Dr. Glassman also has the legal experience necessary to do the job of County Attorney. As a USAF JAG Reservist and attorney for Beus Gilbert, Rodney has the unique background of having simultaneously practiced both criminal and civil law. This firsthand experience will ensure that he can hit the ground running and lead the County Attorney's office on day one. As an outsider, Rodney will bring a fresh perspective and innovative ideas to the office. Most importantly, Dr. Glassman is free of any political or special interest entanglements and will focus on making decisions that are in the best interest of the citizens of Maricopa County and the employees of the County Attorney's office. Dr. Glassman is the only candidate who has the requisite knowledge of the law and legal skillsets to do the job, which makes him the ideal choice to fill the vacancy.

Finally, Dr. Glassman is family-oriented, and he understands that family is the bedrock of our society. His temperament and passion for the job will provide the Maricopa County Attorney's office with a steadfast leader who is above reproach. Rodney fills his personal life with faith and family. He is a dedicated husband to his wife Sasha and a devoted father to two beautiful daughters, Ruth and Rose. Rodney regularly volunteers at the girls' schools and coaches for their sports teams. Loyalty, dedication, and respect. These are qualities Rodney gets from his family, and they are qualities that we need in a County Attorney.

Dr. Glassman has committed himself to serving Arizona. He possesses both the academic and practical skills necessary to succeed as County Attorney. More importantly, Dr. Glassman has the passion and temperament to be the County's top attorney and faithfully serve Arizonans. I strongly urge the Board of Supervisors to select Rodney Glassman to fill the County Attorney vacancy.

Sincerely,

A handwritten signature in black ink that reads "Joshua C. Offenhartz". The signature is written in a cursive, flowing style.

Joshua C. Offenhartz
Radix Law, PLC

Dennis I. Wilenchik
diw@wb-law.com



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Licensed in
Arizona, Texas, New
York, and the
District of Columbia

September 17, 2019

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
301 West Jefferson Street, 10th Floor
Phoenix, Arizona 85003

Re: Rodney Glassman

County Attorney Selection Committee,

I am writing to encourage the Board to select Rodney Glassman to be selected as our next County Attorney.

I think I am in a unique position to judge such matters and it is my duty to speak up. I have personally known every County Attorney or represented some of them, since 1978. I was a Deputy County Attorney myself when I began my career.

As you know, the office is extremely important, and the personalities that have filled the position are diverse. But, one thing I know well is that the job requires someone who is not only dedicated to public service and the good of the community, but someone who does not let the job fill their head with power. It also requires someone with unique skills, including political skills to master the job. I have seen it up close and personal and know that Rodney is the right person for the position. He will continue the great work done by Bill Montgomery and will serve in his stead with the same steady hand.

Rodney has the force of personality and the ability to relate to all people that is required. He will not be holed up in his office but will be out there talking to people and assuring them of the unique role the prosecutor has to do to ensure justice for all. He is a conservative with a pragmatic approach and a natural leader who can also assume active administrative duties and he will work well and cooperatively with the Board- something critical in that position as I have personally witnessed.

I am more than happy to discuss this with you personally. While there are many candidates who no doubt look appealing, I am convinced that Rodney's active practice and success will translate into an efficient and respected office and cannot recommend him enough. I believe this Board will be proud of his continuing service to his community if it makes the right decision and selects him.

Very truly yours,

A handwritten signature in blue ink, reading 'Dennis I. Wilenchik', with a stylized, cursive script.

Dennis I. Wilenchik, Esq.



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September 13, 2019

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson Street, 10th Floor
Phoenix, AZ 85003

RE: Recommendation for Rodney Glassman

County Attorney Selection Committee:

This letter is to show my support for Rodney Glassman to be appointed as the next Maricopa County Attorney. I had the pleasure of meeting Rodney when he began working in the private sector with Paul Gilbert and Leo Beus at their law firm. While growing up here in Arizona I always admired these two men and know that any attorney hired at their law firm is recruited from the best. Their office requires a high level of integrity, discipline, professionalism, knowledge, and leadership skills to represent the level of high stakes litigation they are involved with for work. From my business and personal interactions over the years with Rodney, I have been able to see firsthand how he exemplifies all of these attributes along with a strong education, impeccable character, and magnetic leadership qualities.

As a fifth generation Arizona native and a local business owner, I have a lot of pride in my State and strive to make the Valley a better place. As President and Designated Broker of Commercial Properties, Inc., I have been repeatedly recognized as the top producing commercial broker in the Valley and have been involved with building the largest locally owned and managed brokerage and property management firm. This has given me the chance to work with people from all walks of life and various businesses. Rodney has been very involved with several of these high level business leaders as clients. From his experience in business, I feel that he will be an amazing representative for business owners.

To show his dedication to the local community and our country, Rodney has served for ten years in the United States Air Force JAG Corps Reserve and continues to serve as the rank of Major. From his service in the military, not only has Rodney participated in a myriad of legal issues and litigation, but he learned discipline, leadership, and served our nation.

I have also had the opportunity to work in various aspects of service for my church. In the different service roles, I have worked in leadership of over 2,000 young single adults, family units, community service and scouting. I am proud to put my support behind Rodney, since he also has a high passion to serve in the community, spends time to be a good husband and father, and serves those around him. He is an Eagle Scout and good man who shares high values.

Through his work experience, past military service, business relationships, and community involvement, Rodney would be a great selection to lead the Maricopa County Attorney's Office. His leadership skills will be an asset to help the Maricopa County Attorney's Office achieve their mission "to provide a safe and well-governed community." I know that the residents of Maricopa County will benefit from the leadership of Rodney Glassman and I am in full support of his appointment.

Sincerely,

Leroy Breinholt
President - Designated Broker

2323 W University Rd • Tempe, Arizona 85281 • P: (480) 966-2301 • F: (480) 966-2307
8777 N Gainey Center Dr • Suite 245 • Scottsdale, Arizona 85258 • P: (480) 966-2301 • F: (480) 348-1601

09.16.19

Clerk of the Board of Supervisors

Maricopa County Administration, Building 301

West Jefferson St., 10th Floor

Phoenix, AZ 85003

Dear Selection Committee,

I have the privilege of knowing Rodney Glassman for over two decades, and I must begin with character issues: his personal and professional integrity, love and devotion to family and caring for people.

Beyond that I have worked with him and observed him in civic, business and public positions. He possesses the unique ability to be both creative in designing solutions, but also to execute. Rodney has both private and public sector experience – in both management and the legal profession. I have worked in both the private and public sectors, and I know the talent it takes to lead people. His administrative background will serve him well as County Prosecutor.

The roles he and I have shared have been great experiences for me, and I have learned so much from him.

I began with character, but I end with noting the gifts of his mind, and his legal experience as an Air Force prosecutor – I know the phrase is often overworked, but not in this case – he is an officer and a gentleman.

Without qualification I recommend and very much hope for him to be appointed County Prosecutor.

Sincerely,

Joseph R Sigg

602.717.0538

jraysigg@gmail.com



September 17, 2019

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

To Whom it may Concern,

My name is Dennis Clifford and I have been a proud Arizona resident for 40 years. I went into business in my early twenties in Tucson and to this day still enjoy growing our small business and employing Arizonans statewide. We have been fortunate enough to give back to the community and be involved in making a difference in so many areas. Doing business with some of Arizona's largest sales tax generating businesses has taught me that maintaining a stable and approachable legal environment is critical. Maintaining this environment is not only a good business practice but brings confidence and security to its citizens. The addition of Rodney Glassman to the County Attorney's office will add an additional valuable skill set that compliments the current strong foundation of the office.

I have had the pleasure of knowing Rodney Glassman for the better part of 20 years. I have watched him grow, learn and achieve so many of his goals over those years. The most impressive part is his strict discipline that has contributed so much to his many accomplishments and what probably qualifies him the most to be an exceptional county attorney.

Mr. Glassman is balanced and honest, easy to say, hard to do, but in the end, Rodney relies on his intelligence to lead the way, not emotion. Very few things are black and white in business, the Air Force, or at the County Attorney level, and I think with his legal private sector business experience alongside his record as an Air Force prosecutor record, Rodney would make an excellent county attorney for the residents and businesses of Maricopa County.

As a young man Rodney always dedicated as much time to public service as he could to make a tangible, accountable difference. His endless energy and commitment to the greater good of the community is in his DNA. It is rare to find a younger man with these diversified and productive qualifications.

I feel Rodney Glassman is the smart choice for County Attorney and for the people of Maricopa County.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Dennis Clifford Jr.', with a stylized flourish at the end.

Dennis Clifford Jr.,
2 Biltmore Est. #311
Phoenix, AZ. 85281

September 15, 2019
Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, Arizona 85003

County Attorney Selection Committee

I am writing to offer my wholehearted support for Rodney Glassman, a Republican nominee to replace outgoing County Attorney Bill Montgomery.

I have known Rodney for several years. We first met at public events where our common interest was supporting the ASU Presidents Club. In addition, when he ran for Corporation Commission, I was able to meet his wife, children and parents at lunch, and I hosted him at my home for a neighborhood meet & greet and also hosted him as a notable candidate speaker at the Republican LD15 Precinct Committee where I was Chairman from 2017 through 2018. I've gotten to know Rodney well.

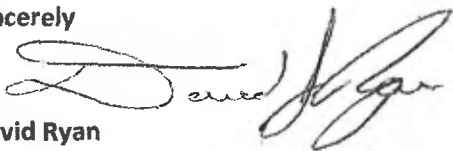
He is a man of high moral character with strong family values and a perspective and view regarding justice and communication that I believe constituents across Maricopa County would hold in high esteem. He will represent us honorably as the County Attorney and will be open to listening to all voices who have a stake in the outcomes of the County Attorney office.

His intellectual capacity, energy level, and dedication to serving Arizona struck me from the first day I met him. In addition to being a devoted father and husband; he balances being a practicing attorney at Beus Gilbert PLC, 10 years as Air Force JAG, serving on community boards (Grand Canyon Council Boy Scouts of America, Jewish National Fund, Arizona Foundation for Legal Services & Education) and being Judge Advocate for the AZ Dept of the American Legion.

Rodney has demonstrated a capacity for broad based support when running for public office and has garnered a network of supporters in state legislative office as well as across Arizona. He has demonstrated his capacity to raise significant funds for his Corporation Commission run (\$600,000) with the capacity to raise over \$1,000,000 during the next election for Maricopa County Attorney.

He has the common-sense approach and drive needed to make a difference in the future of our region. I cannot stress enough my confidence in Rodney Glassman.

Sincerely



David Ryan
22022 N 55th St
Phoenix, AZ 85054
NetSuite IT and Business Process Consultant
<https://www.linkedin.com/in/djrryan/>
Republican Chairman Legislative District 15 (2017-2018)



Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

County Attorney Selection Committee,

I write to support of my friend, Rodney Glassman, and his appointment to serve as our next Maricopa County Attorney.

With his experience as a prosecutor, through his service as a Major in the United States Air Force JAG Corps Reserve, his public administration track-record as Town Manager of Cave Creek, Arizona, and his work in the community as a corporate attorney and non-profit volunteer, Rodney brings a set of skill-sets and experiences that uniquely prepare him to serve as Maricopa County's Chief prosecutor.

My dear friend, Bill Montgomery, brought a unique perspective from his military service to the County Attorney office, restoring integrity by leveraging his experiences and commitment to duty and tradition. and Rodney would plan on continuing his legacy of integrity first and service before self.

Candor, character, and commitment to public service are the three words that best describe Rodney. Combined with his experience, successful track record as a public administrator, and reputation for tremendous community work, I can think of no better choice to serve as Maricopa County Attorney.

Sincerely,

Seth Leibsohn
Host, The Seth Leibsohn Show



www.azlegion.org

AMERICAN LEGION

Department of Arizona

"For God and Country"

September 14, 2019

Clerk of the Board of Supervisors
Maricopa County Administration Building
301 West Jefferson St., 10th Floor
Phoenix, AZ 85003

County Attorney Selection Committee,

Today, I write this letter in strong support of Rodney Glassman, for appointment as the Maricopa County Attorney. In addition to serving as a Major in the United States Air Force JAG Corps Reserve, currently assigned to the 354 Fighter Wing legal office at Eielson Air Force Base, Alaska. For almost five years, Rodney has volunteered his service as Judge Advocate for the Arizona Department of the American Legion, annually appointed by our last five State Commanders.

In his role, Rodney advises the Commander and Executive Committee leadership as well as provides oversight to more than 120 posts with over 47,000 active members across Arizona. This includes our most recently added Post 146, which is located on the Navajo Nation. In his role, Judge Glassman works collaboratively with Judge Advocates at the Area, District, and Post level, providing mentoring, feedback, and direction related to by-laws, legal concerns, and post operations.

The American Legion was chartered and incorporated by Congress in 1919, as a patriotic veterans organization devoted to mutual helpfulness. It is the nation's largest wartime veterans service organization, committed to mentoring youth and sponsorship of wholesome programs in our communities, advocating patriotism and honor, promoting strong national security, and continued devotion to our fellow service-members and veterans.

As someone who has worked closely with Rodney, I can attest to his leadership and mentoring skills, his ability to work and guide diverse team members, and his strong commitment to service to our community, state, and nation. I would highly recommend Rodney's appointment as our next Maricopa County Attorney.

Yours in Service,

A handwritten signature in black ink, appearing to read "Angel Juarez".

Angel Juarez
State Adjutant
The American Legion
Department of Arizona

Arizona Foundation for
**LEGAL SERVICES
& EDUCATION**
THE ARIZONA BAR FOUNDATION

September 16, 2019

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St, 10th Floor
Phoenix, AZ 85003

RE: Major Rodney Glassman recommendation

Dear Selection Committee,

It is my honor to write a letter supporting the consideration of Major Glassman for the position of Maricopa County Attorney. I have, for almost sixteen years now, the privilege of serving as the CEO of the Arizona Bar Foundation which gives me a unique perspective of Arizona's legal community and justice systems. Through our outreach programs, I hear of the legal needs and gaps in justice from thousands of Arizonans each year. Through our work with attorneys and the judiciary, I witness a great commitment, strong expertise, and dedicated generosity in addressing the needs and closing the gaps by thousands of the legal community each year. Major Glassman stands out as one of those with the highest commitment, the broadest area of expertise, and enduring generosity to assist Arizona.

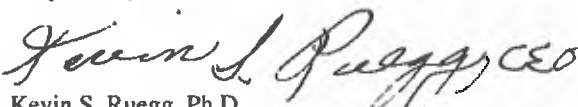
I have known Rodney for over a decade as a member of our Board of Directors, as a volunteer, and as a community advocate. I am certain that others can address his broad professional experience and expertise, as well as his service to our country. While I have a great respect for both, my direct experience is with his community service.

The Arizona Bar Foundation is a nonpartisan organization with the mission of promoting access to justice to all Arizonans. We strive toward this mission through promoting law related (civic) education in schools and promoting access to legal information and resources. I first met Mr. Glassman when he was a member of the Tucson City Council. He wanted to expand our Kids Voting program to more Tucson schools. His support and advocacy helped us successfully expand the program. It wasn't just his ability to focus on the need but also his abilities to cross party lines in making the right connections and to demonstrate respect for the schools concerns that allowed for the expansion.

As a member of our Board, he has continued to benefit the Foundation with those skills. In addition, his light-natured approach helps keep people united through what could be divisive decisions. He brings people together by showing them where they really do all agree and how both perspectives have value. Rodney's professionalism is enhanced by his optimism and humor – A rare quality in a leader but one much admired and beneficial to everyone involved.

I appreciate your consideration for Major Glassman as the next Maricopa County Attorney and am confident that he will serve the community with equal focus, professionalism, and dedication to our community that Arizonans have benefitted from through his decades of community service.

Respectfully,


Kevin S. Ruegg, Ph.D.
CEO/Executive Director